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# The Study on Social Integration Status of Migrant Workers and Countermeasures

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## Abstract

Migrant workers have become an integral part of the working class in China, gradually become the main force and an indispensable component of urban economic development. But at the same time, migrant workers are not industrial workers defined in China; under the constraints of dual system, they suffer "non-national treatment" in life, employment, children's education and so on, and then enter dilemma. On the basis of taking 300 migrant workers as sample to investigate, the paper analyzes on integration status in respects of their survival, employment and other levels, and then gives the following countermeasures from four aspects: strengthening vocational education, improving protection measures of labor rights, improving labor market, paying attention to an regulating children's education.

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## 1. Introduction

Chinese urbanization process calls for migrant workers to enter cities, and their arrival are quietly changing city's social structure. Although they transform their living space from rural to urban, they don't fully complete social mobility from farms to urban residents. They still have some signs different from permanent residents in the city, which makes them become new and particular social class.

Currently, migrant workers have become a group who cannot be ignored in urban population. On one hand, they have become an important part of permanent residents in city. In developed coastal areas, the number of migrant workers is very large. According to incomplete statistics, in 2008, the flowing

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population with migrant workers as its subjects reaches 23,740,000 in the Pearl River Delta, 19.5 million in the Yangtze River Delta and 5.93million in Beijing and Tianjin. According to statistical data, migrant workers account for about 90% of floating population. Many Midwestern cities and towns have become destinations of migrant workers from different regions, attracting sizeable number; for example, Taiyuan has near 0.81 million in 2008, and more than 2 million floating population in Chengdu. Migrant workers account for a higher proportion in permanent residents in the city; taking sample survey about 1% of population, 561.57million as a reference in 2005, migrant workers are equivalent to 21.35% of urban population, while in coastal areas, the proportion is higher, for example, it reaches 40% in Suzhou, Zhongshan, Foshan and other places, in Shenzhen, Dongguan and other places, as much as 80%.

## 2. Literature Review

Zhang Guangyu, Dushu Yun (2005), analyzed the reasons why migrant workers enter city from opportunity cost; they believed greater gap urban and rural have in economic development an income, smaller opportunity cost migrant workers go out for employment, higher income rate an greater power; on the contrary, smaller gap between working cities an hometown, greater opportunity cost, less income and smaller force for employment to go out. The research of Ma Jiuji and Meng Fanyou's (2003) indicates that lower education, shorter time into city, lower income, professions an jobs with lower status, poor living environment of the community lead migrant workers to non-persistent migration; migration distance is not the main obstacle to persistent migration; those who migrant more far will have a stronger will for persistent migration. Income gap between urban and rural is the first factor to impact migrant workers whether stay for long or not.

Generally speaking, current studies mainly focus on four basic areas:

Firstly, income gap between rural and urban is the main reason for migrant workers to work in the city. greater gap urban and rural have in economic development an income, smaller opportunity cost migrant workers go out for employment, higher income rate an greater power; on the contrary, smaller gap between working cities and hometown, greater opportunity cost, less income rate and smaller force for employment to go out.

Secondly, integrating into cities for migrant workers is an interaction process between society and workers individuals. Its solve not only need carry out from macro policies, institutional level (such as calling for breaking household registration system leading to urban-rural split an giving migrant workers equal right of social security), urbanization of migrant workers, psychological adaptation and so on; but also depend on efforts of migrant workers an admission of urban residents, which is an interaction process, and refers to migrant workers' attitude for integration, individual conditions, urban residents' attitude for their integration and so on..

Thirdly, there are villages in the cities. Migrant workers settle in the city, which makes local organizational system doesn't effectively put migrants into existing management track, but makes themselves have the possibility of being melting. The relation between such settlement groups and urban social management is an issue worth exploring. Practices from some cities have proved that villages in the city realize social security for local farmers by using their own resources; under the condition that national social security system has fatal defects, they have stronger alternative function for social security.

Fourthly, characteristics of new-generation migrant worker's social integration.

## 3. Methodology

### 3.1. Literature Search Method

In the research, we conduct a lot of literature, especially some reports from state, universities and authority institutions. In addition, we also conduct abroad relevant literature about migration. These provide a guide for migrant workers' integration dilemma and making out related countermeasures.

### *3.2. Symposium*

Our team has a good structure in the majors, age and occupation. In the research, we give discussions about migrant workers' characteristics, status, especially reason for integration plight and countermeasures; have a common sense in many aspects. For example, in discussion, we all agree in the current situation of China, strengthening obligation education for migrant workers is an effective measure to increase the degree of migrant workers' social integration.

### *3.3. Statistical analysis method*

The research chooses 375 migrant workers who work in Nanjing as samples and do questionnaire survey, with 300 valid questionnaires back. Analysis on survey result clearly shows the whole picture of migrant workers' living and working.

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## **4. Analysis**

### *4.1. Migrant workers' sex, marital status and demographic sources*

From 300 valid samples, we get the following data, reflecting three characteristics: Firstly, sex structure of migrant workers shows male more than female, proportion respectively 62.99% and 37.01%. That is to say, labor force who go out for work is still dominated by male; Secondly, in the marital status of investigated migrant workers, the proportion of unmarried and married, respectively 41.56% and 58.44%, married more than unmarried. Thirdly, spatial distribution of employment outside: from exporter of migrant workers, the main source is the other provinces and other cities in the province; cross-province mobility accounting for 66.42%.

From age structure, the labor force aged 20-25 years old are more, nearly 40%, followed by 26-30 and 31-35 years old, both nearly 16%; labors aged 19 and younger, 36-45 years old, don't reach 7%. Instead the proportion aged over 46 has risen, but very small, no more than 10%.

From the academic structure, the labor with middle-school education are the most, more than 40%; followed by the high school (secondary) education, more than 30%. The proportion of Undergraduate and lower covers the less both not reach 2%.

### *4.2. Analysis on labor rights protection*

Firstly, from the work relation between migrant workers and urban employees, their attitudes tend to be relatively mild. In survey, almost 50% migrant workers think their urban colleagues are friendly and equal; no contact accounting for 28.57%, while the proportion who think urban feel themselves superior covers 22.45%. In other words, the proportion who think urban people are friendly and less friendly

covers each half. In addition, generally speaking, 65% of migrant workers consider that their status is equal to original urban employees.

Secondly, from the investigation, generally speaking, their culture quality is not high and awareness of law is lower. Many migrant workers still don't know which legal rights they have. In the survey, there are 57.04% of the migrant workers, who know their rights and interests, but still 42.96% know less or hardly know their rights and interests. In dealing with labor relation, legal awareness of migrant workers is also relatively poor. In the survey, only 35.66% staff will follow through consulting with the employers, and the remaining 64.34% don't care at all. This brings the main problem: when their legitimate rights and interests are infringed upon, they cannot maintain or defend their rights through relevant laws and regulations, procedures, ways to do timely rights defense, arbitration and litigation.

Thirdly, signing rate of labor contract is still low. In the survey, 56.38% of migrant workers have not signed a labor contract. In most cases because employers don't sign with employees; there are some people know to sign a contract, even if they have signed, they still don't know what rights and obligations are, whose most content is conducive for employers and less in favor for labors.

## 5. Summary and Conclusions

From analyzed results about obtained data by the team and literature materials, we can see migrant workers' life, work and employment are not optimistic; there are still many barriers for social integration. These barriers not only come from government and society, but from migrant workers themselves. If we want to change their situations, improve level of social integration, government, society and migrant workers must work together to make them realized.

### 5.1. Enhancing vocational education

We can implement "Order Training", combine the power of government, enterprises and schools to implement the model where government pays for bill, enterprises give orders and schools complete the order. That government pays for bill means government gives money to support transferring labor force in rural; all city government in the province must set up foundation for transferring labor force to give necessary financial support, while government has rights and obligations for supervision and management. That enterprises give the order means according to development needs, enterprises give requirements for workers towards intermediary institutions of vocational education and training base and job market. That schools complete the order means after knowing enterprises' requirement, vocational bases set and carry out relate lesson plans according to enterprises' needs.

### 5.2. Improving protection measures of labor rights

#### (1) Signing labor contract

Improving protection measures of labor rights should set out from migrant workers' wages and sign individual employment contract. In reality, which right of migrant workers is in the most vulnerable? As we all know, it is wage arrears. Therefore, referring to experience to carry out collective negotiation and sign collective contracts, we can only ask enterprises to sign an individual contract about wage pay with migrant workers; by negotiation, in contract, there is quantity and quality standard migrant workers should complete every month, wage standard after completing agreed tasks, also calculation ways for agreed wages, and agreed, legal reduce of wages between employers and migrant workers.

#### (2) Improving social insurance

According to migrant workers' needs and characteristics, following the order of industrial injury insurance - basic medical insurance - the basic endowment insurance, we urge employers and migrant workers to participate in social insurance. The work of migrant workers is highly mobile, and work place frequently changes; while management socialization, modernization level of current social insurance agencies is not high, there is lack of mechanism which can keep social insurance relation smoothly transfer between rural and urban , among regions.

### *5.3. Improving labor market*

#### *(1) Establishing mechanism of labor market for rapid response and communication*

We should strengthen information network of labor market, equip towns with computer terminal equipment to realize real-time network among provincial, municipal, county and township and provide timely and effective information services for employers and labors. We should rely on information network and township social security institutions and make basic management system play their role. We should enhance integration of social resources and establish information database of labor resource and labor demands, make local rural labor and social security institutions become information center of local rural labor force.

#### *(2) Strengthening labor market management*

It is the basis for promoting export of labor services to regulate intermediary behavior, maintain smooth flow of information in labor market. This needs vigorously promote labor market and base construction for new professionals according to a unified, open, competitive, and orderly principle. On one hand, we should speed up construction for employment and service institutions of urban and rural and places, on the basis of current local social security institutions, integrate the resources, establish employment service platform, and gradually form one labor market with combining urban and rural, network-based, comprehensive and diverse characteristics, and then improve degree of organization of export of labor services. On the other hand, we should integrate existing resources of vocational base to open up broader market; through all kinds of economy organizations, invest outside province and abroad, and then make surplus labor force also create benefits by export.

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